

# 2026 Realistic SAP C-THR97-2411 Sample Test Online Pass Guaranteed Quiz



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The web-based SAP C-THR97-2411 Practice Exam is compatible with all operating systems, including Mac, Linux, iOS, Android, and Windows. It is a browser-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2411) practice exam that works on all major browsers, including Chrome, Firefox, Safari, Internet Explorer, and Opera. This means that you won't have to worry about installing any complicated software or plug-ins.

## SAP C-THR97-2411 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li></ul>                                                                                                                                                                                                          |
| Topic 2 | <ul style="list-style-type: none"><li>• Document Template Management and e-Signatures: This section of the exam measures the skills of SAP Administrators in managing document templates and e-signature processes within SAP SuccessFactors Onboarding.</li></ul>                                                                                                                                                                     |
| Topic 3 | <ul style="list-style-type: none"><li>• Essential Features and Provisioning Settings to Enable Onboarding: This section of the exam measures skills of onboarding specialists and covers essential features and provisioning settings necessary for enabling the onboarding process in SAP SuccessFactors.</li></ul>                                                                                                                   |
| Topic 4 | <ul style="list-style-type: none"><li>• Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core within SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.</li></ul> |

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q78-Q83):**

### **NEW QUESTION # 78**

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services
- B. Add field names on the content of the document template
- C. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates
- D. Map the field names on the document template to fields defined in Onboarding
- E. Create a document template using Document Generation

**Answer: A,D,E**

Explanation:

Custom tokens in SAP SuccessFactors Onboarding email templates allow dynamic insertion of data, such as a new hire's name or start date, into notifications. These tokens are configured using specific tools to map and reference data fields.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Map the field names on the document template to fields defined in Onboarding (Option C): In Document Generation - Manage Document Template Mapping, administrators map document fields to MDF objects or other data sources, enabling tokens to pull the correct data into emails.

\* Create a document template using Document Generation (Option D): The Document Generation - Manage Document Template tool is used to create templates that include custom tokens, which can be referenced in email notifications.

\* Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services (Option E): In Email Services, administrators add custom tokens using the {fieldID} format to dynamically insert data into the email subject or body.

Option A (Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates) is incorrect because this tool is for uploading forms, not creating tokens. Option B (Add field names on the content of the document template) is incorrect because field names are mapped, not manually added to the template content.

### **NEW QUESTION # 79**

How can you auto-archive Offboarding tasks? Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- B. Create a scheduled batch job from provisioning that archives the Offboarding tasks.
- C. Create a business rule that identifies the Offboarding tasks to archive.
- D. Enable Archive & Print in Provisioning.

**Answer: B,C**

### **NEW QUESTION # 80**

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Compliance Forms
- B. Document Flow
- C. Personal Data Collection
- D. Additional Data Collection

**Answer: C,D**

Explanation:

Tasks such as "Personal Data Collection" and "Additional Data Collection" can be completed by onboarding participants on behalf

of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.

#### NEW QUESTION # 81

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Configure all the Event Reasons.
- B. Create an export of new hire data using only a middleware system
- C. Create an export of new hire data using Integration Center or OData APIs.
- D. Configure the Onboarding data model.
- E. Import Employee Data using Integration Center or OData APIs.

Answer: C,D,E

#### NEW QUESTION # 82

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question.

- A. Process restart for new hires
- B. Onboarding for new hires
- C. Internal hire from transferring employees
- D. Offboarding for terminating employees

Answer: B,C

#### NEW QUESTION # 83

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